

2019/20 Reporting Year

1	Difference in mean hourly rate of pay - mean	34.5%
2	Difference in median hourly rate of pay - median	51.6%
3	Difference in mean bonus pay - mean	0%
4	Difference in median bonus pay - median	0%
5	Percentage of employees who received bonus pay	Male Female
		0% 0%
6	Employees by pay quartile	Male Female
	Upper quartile	45.5% 54.5%
	Upper middle quartile	24.6% 75.4%
	Lower middle quartile	10.6% 89.4%
	Lower quartile	3.1% 96.9%

Size of our organisation

Number of employees within the organisation	250 to 499
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Narrative

In common with most education organisations, please note that Aspire Learning Trust (Whittlesey) employs more female full-pay employees than male.